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EXTRACT OF
SPECIAL REPORT

ON

CIA GRADUATES OF SENIOR SCHOOLS

Since 1949 CIA has sponsored the attendance of 137 officers at the 7 senior schools. All but 20 of these officers are still with CIA.

How Directorates Have Used Senior Schools

The 137 officers were sponsored by their career groups as follows:

	<u>DCI</u>	<u>DDI</u>	<u>DDP</u>	<u>DDS</u>	<u>TOTAL</u>
National War College	1	19	14	7	41
Senior Seminar, FBI			6		6
Army War College		9	5	4	18
Naval War College		8	2	3	13
Air War College		4	4	5	13
Industrial College		8		13	21
Harvard AMP		7		19	26
TOTAL	1	55	31	51*	138*

██████████ a DDS careerist who resigned in 1961 attended both the Industrial College and Harvard. Thus, the number of DDS and Agency graduates exceeds by 1 the number of officers involved.]

Present Distribution of Senior School Graduates

The 117 senior school graduates still with CIA have undergone a few switches in career groups since they attended:

DCI has gained 3 DDS members

DDG&T has gained 7 DDI members

DDP has gained 5 members, 3 from DDI and 2 from DDS

Thus, their distribution by grade and career group is now as follows:

GRADE 1 July 64	<u>DCI</u>	<u>DDG&T</u>	<u>DDI</u>	<u>DDP</u>	<u>DDS</u>	<u>TOTAL</u>
GS-18	3	1	4	1	4	13
GS-17	1	2	5	6	7	21
GS-16		1	5	6	12	24
GS-15		3	14	13	9	39
GS-14			6	7	6	19
GS-13				1		1
TOTAL	4	7	34	34	38	117

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downgrading and
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Why Graduates Have Left CIA

The 20 CIA officials who left the Agency after having graduated from one of the 7 senior schools did so for the following reasons:

- 8 - better career opportunity in another Federal agency
 - 5 - better opportunity in private industry
 - 3 - terminated by CIA
 - 2 - resigned after reduction in grade
 - 1 - disability retirement
 - 1 - retirement for age
- 20

[Note: 3 of the 20 who resigned were sponsored by Logistics:]

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Another Perspective

In view of the outstanding training and developmental opportunities offered by the senior schools, and the very restricted student quotas available to CIA, the natural conclusion is that the Agency should invest these opportunities with exceeding care. Has it? Obviously, no conclusive answer to that question is possible.

However, it is interesting to compare the numbers of senior officials who have been "eligible" for the schools with the numbers who have actually gone. For this comparison we have selected all supergrade employees who on 31 December 1963 were 40-54 years of age and have served with the Agency at least 5 years except: medical officers, and individuals employed under conditions of cover or security that precluded consideration for senior schools. The number of male GS-15's meeting the same age and service criteria have been estimated. Then we have shown, by grade and career group, the number of officers in each category who actually attended a senior school. Here are the results for [DES]:

<u>DES</u>	<u>"ELIGIBLES"</u>	<u>GRADUATES</u>	<u>NON-GRADUATES</u>
GS-18	5	4	1
GS-17	13	8	5
GS-16	32	12	20
GS-15	120	9	111

To the foregoing should be added the fact that 6 graduates sponsored by DES (including 2 by OL:) are still GS-14.

Recap

During the past 16 years, CIA has sponsored the attendance of many outstanding officers at the 7 senior schools. In reviewing the attached TABS, it is difficult, however, to avoid the conclusion that a much closer tie to the Agency's personnel development program could have been achieved in our selection processes. For the real question is not whether we selected good candidates to attend these schools but rather whether we selected our best.

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Annex
for
Office of Logistics

IDS has sponsored the attendance of 50 officers at senior service schools. By Career Service and school attended, they were distributed as follows:

CAREER SERVICE

<u>SCHOOL</u>	<u>COC</u>	<u>CC</u>	<u>CF</u>	<u>CL</u>	<u>CP</u>	<u>CS</u>	<u>CTR</u>	<u>SA</u>	<u>TOTAL</u>
National War College	1	1				1	3	1	7
Army War College				2			1	1	4
Naval War College							1	2	3
Air War College							4	1	5
Industrial College			1	8		1		3	13
Harvard AMP	2	-	2	1	1	2	-	7	12
TOTAL	3	1	6	11*	1	5	9	15	51*

[REDACTED] a Logistics member attended both the
Industrial College and the Harvard AMP.]

7 of the IDS graduates have left the Agency as follows:

CAREER SERVICE

<u>TOTAL</u>	<u>CF</u>	<u>CL</u>	<u>CP</u>	<u>CS</u>	<u>CTR</u>	<u>Reason</u>
5		1	1	1		Better opportunity in another Federal agency
1		1				Better opportunity in private industry
1					1	Terminated by CIA
1		1				Resigned after reduction in grade
1	1	-	-	-	-	Retirement for age
7	1	3	1	1	1	

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GROUP 1
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The following abbreviated notes concerning Logistics careerists are extracted from the class rosters attached to the senior school report:

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School
Army War College

Student

Grade & Assignment at
Time of Attendance

Current Grade & Assignment

GS-14, OL/Coord & Reg Staff

GS-14, DDP/NE, [REDACTED]
1960 to present

GS-13, OL/Planning Staff

GS-13, Resigned 1961. Displeased because he wasn't promoted & dissatisfied with career prospects.

GS-13, OL/Plans Staff

GS-14, DDP/OL/Plans Staff
1962 to present

GS-14, OL/Plans Staff

GS-13, Resigned 1959 after grade reduction for unwillingness to go overseas.

GS-15, OL/O of Director

GS-16, DDP/OL/Exec Officer
1963 to present

GS-16, OL/O of Director

GS-16, Resigned 1961. Dissatisfied with career opportunities.

GS-15, FE, [REDACTED]

GS-16, DDP/OL/C/Planning Staff (Feb 5X1A
Sep '63, C/Supply Division)
1961 to present

GS-15, OL/C/R.E.-AConst Div

GS-16, DDP/OL/C/Procurement Division
1961 to present

GS-15, OL/C [REDACTED]

GS-15, DDP/OSA Contract Spec
1963 to present

25X1A

GS-15, DDP/Off of Dep Dir

GS-15, DDP/OSA C/Mat & Supp Division
1963 to present

GS-16, OL/O of Director

GS-16, Resigned 1961. Dissatisfied with career opportunities.

Harvard AMI*

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